

A

CONFEDERATION DE SYNDICATS DU BURUNDI



REPORT

OF

ANALYSIS OF THE IMPACT OF CLIMATE CHANGE OF THE LABOUR MARKET
AND THE ROLE OF TRADE UNION TO ANTICIPATE CHANGES.

Preface

We are facing the climate change phenomena which impact negatively the job development and social partners are looking for ways to overcome those challenges. With that, East Africa Trade Union Confederation initiated training and awareness sessions at the regional level.

With this in mind, as part of implementation of the recommendations issued in several sessions that could stimulate job-creating growth and protecting existent job, the regional trade unions leaders adopted to conduct research in EAC country on several subjects related to climate change.

Each country chose its research subject and Burundian preferred to develop the analysis of the impact of climate change of the labour market and the role of trade union to anticipate changes.

This strategy aims at enabling national centres to be involved effectively in the promotion and creation of green jobs. Just transition, as a concept created and promoted by ILO, trade unions must develop strategies and participate in their implementation in order to protect and create durable jobs in anticipating climate change impacts.

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Executive Summary

Labour market over the world in particular within the continent of Africa is actually experiencing rapid changes in terms of lack of jobs. This could be explained by climate change impacts, technology evolution, new method of production, etc...

The need for appropriate just transition to guide new labour market policies and programs is highly felt. Therefore, in the most East African Countries, the necessary political just transition is unavailable, unreliable, outdated, misunderstood or otherwise inadequate. For countries like Burundi that doesn't have good strategies for anticipating climate change impact in labour market.

This research aims at indicating the climate change impacts on labour market in Burundi specifically focusing on four objectives: To understand climate change impacts in general, to analyse workers' awareness on climate change/ just transition in labour market, to highlight the roles of trade union in anticipation of the climate change, to formulate strategies and provide key recommendations for actions.

To achieve this outcome, we used qualitative methods involving interviews, documentation review where keys informants were identified based on their roles in various trade unions, federations and confederation

The findings show that very few union members have knowledge about climate change and just transition while majority of union members have not; trade unions/workers' representatives are not involved in formulation and implementing climate change.

Thus, much effort is needed to enhance pro - activity and formulate strategies to raise workers' awareness on climate change and just transition; to ensure that they have sufficient, detailed information that can enable them to engage on climate change discussions and policy formulation.

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ACRONYMS

COSYBU	: Confédération des Syndicats du Burundi
FNTT si	: Fédération Nationale des Travailleurs du Transport et du Secteur Informel
FEBUTRA	: Fédération Burundaise des Travailleurs de l'Agriculture, Alimentation, Hôtellerie restauration et Branches connexes
SYTRATHE	: Syndicat des Travailleurs de la Filière Thé
FENASEB	: Fédération Nationale des Syndicats de l'Enseignement du Burundi
STEB	: Syndicat des Travailleurs de l'Enseignement du Burundi
STUB	: Syndicat des Travailleurs de l'Université du Burundi
SYLT/RTNB	: Syndicat libre des Travailleurs de la Radio et Télévision Nationale du Burundi
SYLT/INSS	: Syndicat Libre des Travailleurs de l'Institut National de Sécurité Sociale.....
SYMFP	: Syndicat Libre des Travailleurs du Mutuelle de la Fonction Publique..
SYNAPA	: Syndicat National du Personnel paramédical
SNTS	: Syndicat Nationale des Travailleurs de la Santé
EATUC	: East Africa Trade Union Confederation
STI	: Syndicat des Travailleurs de l'ISABU
FNTMI	: Fédération Nationale des Travailleurs Manufacturier de l'Informel
FNTS	: Fédération Nationale des Travailleurs de la Santé
UNICEF	: United Nations International Children Emergency Fund
BRARUDI	: Brasserie du Burundi
CDN	: Contribution Nationale Déterminée
UNDP	: Union Nations Development Program
BIT	: Bureau International du Travail
ITUC	: International Trade Union Confederation
ILO	: International Labour Organisation

INTRODUCTION AND BACKGROUND

Since the industrial revolution, fossil fuels have fueled extraordinary growth and development, but at a phenomenal cost to our climate. As a direct consequence, we are today in a situation of climate emergency.

While the harmful effects of climate change worsen, countries are intensifying their efforts to decarbonize, make their economies greener and strengthen their resilience.

Burundi is among countries which has already affected by climate variability including severe droughts and floods, which in some cases have had severe economic and social implications. Burundi, is particularly vulnerable to impacts of climate change, affecting key economic drivers such as water resources, agriculture, energy, transport, health, forestry, wildlife, land and infrastructure, disaster risk management among others. Climate models predict that the region is likely to experience both near-term alterations in climate such as warmer temperatures, changes in the frequency and intensity of extreme events, and decreased precipitation, as well as long-term shifts such as rise level of lake water.

The impacts include food insecurity diminished hydropower generation potential, loss of biodiversity and ecosystem degradation; increased incidence of disease burden; destruction of infrastructure; high costs of disaster management as a result of increased frequency and intensity of droughts, floods and landslides. Projected climate change impacts are likely to add to the toll of current climate variability and extremes, increasing the vulnerability of communities that depend upon natural resources for their well-being and livelihoods, and resulting in significant consequences for key development areas.

History has proven that any sudden change (in model of production in particular) can impose a high price on the workers and society. Labor market is the one of the development areas which is very vulnerable because of impact of climate change for instance some companies which have been closed due to climate change.

It is in this context that the dynamics of “Climate Change”. We see it emerge in social dialogue on decarbonization and net zero emissions. Countries around the world integrates it

into their short/long term climate plans in working partnerships with other international and national organizations

Therefore, COSYBU in collaboration with EATUC has decided to do analysis on the impact of climate change to the labour market and the role of trade union to anticipate changes.

Accordingly, if the aspiration is to anticipate changes, then, justifiably, the need for a comprehensive analysis of the impact of climate change becomes a prerequisite and requisite footing.

1.2 Scope and objective of the study

This study is focusing on analysing the impact of climate change to the labour market and the role of trade union to anticipate changes in Burundi.

Specific objectives :

1. To understand climate change impacts in general
2. To analyse workers' awareness on climate change/ just transition in labour market
3. To highlight the roles of trade union in anticipation of the climate change
4. To formulate strategies and provide key recommendations for actions

1.3 Expected output

- Climate change impacts identified
- Worker's capacity/awareness on climate change/just transition analyzed
- Key recommendations and strategies to enhance workers engagement on climate change/just transition discussions formulated,

1.4 Research Methodology

1.4.1 Research Approach

This study methodology adopted the qualitative method. It started with a literature review during which different policies, principles, actions and reports from various situational studies were examined. In addition, a simplified interview guide was developed and

distributed to collect all the information relating to climate change having an impact on the labor market and the role that unions can play in anticipating climate change.

1.4.2 Population and Sample

This study involved union members from COSYBU's affiliates including informal workers. Unions from several sectors such as Agriculture, Food and Fishing (FEBUTRA and SYTRATHE); Education (FENASEB, STEB and STUB); Personalised Administration (STI, SYLT/RTNB, SYLT/INSS and MFP); Public Health (SYNAPA, SNTS and FNTS) ; Transport (FNTT) ; Manufacturing Workers and Art (FNTMI); and COSYBU .

Table 1: Study Population

From the unions mentioned above, respondents were choosed based on their roles and direct involvement in unions, management and those with relevant information related to climate change and its impact.

The table below shows the list of respondents chosen from the study population.

Number	Organisation	Position in the Organisation	Number of respondents per Organisation
1	COSYBU	Board members	5
2	FNTT	Board members	4
3	FEBUTRA	Board members	2
4	SYTRATHE	Board members	3
5	FENASEB	Board members	2
6	STEB	Board members	2
7	STUB	Board member	2
8	SYLT/RTNB	Board member	1
9	SYLT/INSS	Board member	1
10	SYMFP	Board member	2
11	SYNAPA	Board member	3
12	SNTS	Board member	1
13	FNTS	Board members	2
14	FNTMI	Board members	1
TOTAL			31

1.5 Methodological limitations

Due to the unavailability of certain organizational managers, data collection process took a long time.

The procedure applied was to book personal appointment with identified key respondents which became a smooth way to collect information. Some interviews were also conducted through phone and sharing questionnaires by email.

2. KEY CONCEPTS ON CLIMATE CHANGE/JUST TRANSITION

2.1.: Definitions

A. Extreme climatic events

Extreme climatic events designate events which can persist for several weeks or months, such as a drought for example, or, on the contrary, take place over a very short time, a few hours or a few days, but marked by very high intensity (Oxfam):

- ✓ Hurricanes,
- ✓ Cyclones,
- ✓ Heat waves,
- ✓ Fires and forest fires
- ✓ Floods and torrential rains
- ✓ Droughts and desertification

B. Just Transition

The concept of “just transition” was born in the years 1980, when it was used by American unions to protect workers affected by the new water pollution and pollution regulations atmospheric.

The concept can be considered as an application ecological of economic reconversion

In recent years, this concept has gained popularity in link with the achievement of climate objectives, marked by the desire to involve the whole of society – all communities, all workers, all social groups – towards a net zero future (CO2 emissions)

2.2. Consequences if no action

- ✓ It is estimated that globally, by 2030, 68 to 135 million people could fall into poverty because of climate change.
- ✓ Between 2010 and 2020, human mortality due to floods, droughts and storms was 15 times higher in highly vulnerable regions than in very less vulnerable regions.
- ✓ The number of people suffering from hunger is likely to increase by 10 to 20% by 2050 due to climate change
- ✓ By 2030, the effects of climate change are likely to push an additional 100 million people into the poverty, according to the World Bank;
- ✓ Climate change-related flooding has caused 25 times more damage in 2010 than in 1970

3. DATA ANALYSIS AND INTERPRETATION

This chapter presents the findings of the study entitled the “Analysis of the impact of climate change to the labour market and the role of trade union to anticipate changes” in Burundi.

Data was analyzed using qualitative and quantitative techniques. The researcher used quantitative techniques to calculate numerical and emotional aspects of the respondents.

However, qualitative and quantitative research methodology was used to interpret the results found from the field. Moreover, the study was brought out in a relation with the three following main questions:

1. What is the climate change impacts in general?
2. How workers involved in climate change/just transition discussions?
3. What are the roles of trade union in anticipation of the climate changes and how to execute them?

These are questions which guided the research to give adequate answers to determine the impact of climate change to the labour market and the role of trade union to anticipate changes” in Burundi.

1. What is the climate change impacts in general?

This section illustrates general knowledge regarding climate change and its impact in community and workers in particular.

The responses are shown in the table below

1.1.: Have you experienced one of these Climate Change Impacts? If yes, give more details (type of impact)

Types Impacts	Number of Respondent - 31
Food Security	28
Water Resources	21
Health	26
Extreme Weather Events	21
Biodiversity	18
Transport	3
Others	3

Each respondent was asked to respond on mentioned seven climate change impacts he/she has experienced.

As shown in the table above, the most climate change impact experienced by trade union members is food security followed by health; water resources and extreme weather events in the third position. Transport and others are the latest.

Burundi has been experiencing series of drought and floods, this has caused destruction on plantations and infrastructure including irrigation systems, as a result of food shortages and consequently there is an increase in the prices of basic necessities. Thus, households become vulnerable due to poor nutrition with poor access to health care.

Due to deforestation, harmful consequences such as soil degradation and water shortages lead to food insecurity and drying of water sources, as a result, health problems (particularly

diseases caused by hygiene). The communities of the affected regions are vulnerable to diseases every time, which prevents them from economic activities.

Another problem facing Burundi in recent years is rising water level from rivers and Lake Tanganyika, this has consequences to the land and biodiversity, this causes displacement of communities around, the labor market is impacted because some businesses are flooded by the rising waters of Lake Tanganyika and rivers like the RUSIZI. A good number of households have moved following the floods, this affects production, community around those areas become unstable, pupils/students have failed because of the disruption.

1.2. : Among the impacts, which one related to the labour market ? If any, how?

Types Impacts	Respondents out of 31
Food Security	31
Water Resources	26
Health	26
Extreme Weather Events	28
Biodiversity	28
Transport	3
Others	3

From the respondents, all of these impacts are related to the labor market; but food security stand the most impact which all respondents think it is related to the labour market. Agriculture sector employs majority of citizen in Burundi, in the northern provinces of the country, agricultural is conditioned by the presence of rain, without rain, there is no jobs in the agricultural sector.

1.3.: In your country, which sectors are more affected by climate change, in terms of working conditions?

Types Impacts	Respondents out of 31
Agriculture and livestock	26
Water Resources	5
Social Economic (Finance, Health and Education)	18
Transport	9
Fishing	16
Hospitality and Tourism	13
Others	8

Following the search responses, as shown in the table above, agriculture sector is the most affected by climate change in terms of working conditions followed by other sectors like social economic, fishing, hospitality and tourism.

1.4.: What are the working conditions affected by climate changes?

Working conditions	Respondents out of 31
Salary/wages	31
Safety and security	31
Working hours	31
Employment	31
Social Protection	5
Others	5

Regarding working conditions affected by climate change, all respondents indicated that Wages/Salary, safety/security, working hours, and employment are the most affected followed by social protection and other working conditions

1.5.: Did you know any companies or sector affected by climate change?

Responses	Respondents out of 31
Yes	31
No	0

All respondents know some companies/organizations affected by climate change.

There were companies and organizations that have decided to relocate and move to other places due to heavy rains and rising water levels of Lake Tanganyika. These include some offices of the Burundi Revenue Office, UNICEF and several companies located in the surroundings of Lake Tanganyika: Cercle de la Paix, Saga plage, Petit Bassam, BRARUDI, Port de Bujumbura, etc...

Landslide (natural disasters): case of the construction of the KIRASA dam, the landslide took away all the infrastructure already built. The consequences are numerous because all investment has gone and workers lost their jobs.

1. How the workers are involved in climate change programs?

Here, the focus is on how workers are involved in the climate change programs, the involvement may be linked to their own will or that of the social partners.

2.1 Are there any programmes related to climate change organized by your union?

Responses	Respondents out of 31
Yes	4
No	27

The research findings show that only 4 out of 31 respondents say that there are some programs and workshops organized by their unions which are related to climate change.

COSYBU, FNTT si , FEBUTRA and SYLRT/RTNB are unions mentioned to organize some climate change workshops, radio sessions and working session in order to raise awareness for workers in several sector such as Fish farmers, brick, plantation workers etc.

2. 2.: What kinds of education and training initiatives are provided to workers in terms of climate change?

Responses	Respondents out of 31
Yes	4
No	27

Apart from climate change awareness workshops provided by some unions, it was noted that majority of unions have no education and training programs on climate change.

2.3. Is there any climate change committee in the country in which trade union is a member?

Responses	Respondents out of 31
Yes	0
No	31

The national committee exist but workers are not represented in that committee, there is national committee, notably CDN (Nationally Determined Contribution) but has no representation of workers.

2.4.: Who finance the social costs of environmental/climate change?

Groups	Respondents out of 31
Workers	3
Employers	0
Government	13
NGOs	13
Unknown	5
Others	0

There are some union leaders who don't know about financing social cost of climate change. But in case of disasters, Government in collaboration with some NGOs supports the victims during disasters. Some union members support the idea of the government actions to support community in related to climate change, through the taxes they pay. Also, COSYBU and its affiliates, sometimes organize sessions to support victims of climate change.

2.5.: Is there any collective bargaining agreement in terms of climate change signed by workers and employers?

Responses	Respondents out of 31
Yes	0
No	31

All the respondents say that there is no collective bargaining agreement in terms of climate change signed by workers and employers.

2. What are the roles of trade union in anticipation of the climate changes and how to execute them?

In this section, the research tries to find out the roles of trade union in anticipation of the climate changes and how to execute them.

3.1.: Climate change desk/Focal person (Does your organization have climate change desk/climate change focal person? If yes what are the roles/responsibilities of focal person?)

At COSYBU, as in the FNTTsi and FEBUTRA federations, there is an advisor responsible for environmental issues and climate change. He/she is responsible for:

- ✓ Proposing actions targeting climate change and green jobs.
- ✓ Proposing projects to strengthen the capacities of organizations in managing the effects of climate change.
- ✓ Awareness training on environmental protection.

3.2. : In matters of climate change what can be done by workers within their organisations ?

Workers influencing policy and advocacy, enhancing education and training related to climate change, promoting just transition and good working condition

Influencing policy and advocacy:

- ✓ Develop policies that include climate change and adaptation to climate change.
- ✓ Organize tripartite meetings to raise awareness on the development and implementation of climate change policy, dialogue with decision-makers.
- ✓ Lobby and advocate in tripartite on climate change so that trade union organizations are included in national committees on climate change.
- ✓ Raising awareness among decision-makers
- ✓ Propose actions related to climate change
- ✓ Strengthen partnership with other likeminded organizations and participation in policy formulation on climate change and the environment.
- ✓ Promote social dialogue on climate change discussions.

In enhancing education and training related to climate change/Just transition:

- ✓ Train workers on the impacts of climate change around the 4 pillars of decent work;
- ✓ Educate union members on climate change/just transition, especially its impact on labor market;
- ✓ Introduce the modules about climate change/just transition into curricula
- ✓ Create/introduce climate change clubs in schools, colleges and university;
- ✓ Situation Analysis of the impacts linked to climate change;
- ✓ Developing strategies/ action plan on climate change/just transition; take into account the national policy and the COSYBU trade union policy on climate change in the actions;
- ✓ Follow up/ get informed regularly about government programs/activities on climate change.

In promoting just transition:

- ✓ Promoting the creation of green jobs through the collaboration between workers, government and employers
- ✓ Partnership with development partners
- ✓ Promoting trees planting, clean energy and waste management at workplace;
- ✓ Carry out joint programs between employers and workers
- ✓ Creating unions network responsible for climate change/just transition
- ✓ Share the union guide to just transition with partners.

Guaranteeing working conditions:

- ✓ Urgently implement occupational health and safety measures for all workers concerned to address the risks associated with climate change and weather phenomena.
- ✓ Monitor compliance on laws and regulations in protecting workers' rights especially those affected by climate change
- ✓ Negotiate to ensure that fair working conditions are respected during the transition process
- ✓ Raise awareness to workers and community
- ✓ Advocate for compliance of laws and regulations aimed at protecting the environment
- ✓ Promoting green jobs creation.
- ✓ Promoting mitigation and adaptation measures

Others

Initiate and consolidate social dialogue between workers, employers and government in climate change.

3.3. What kinds of education and training initiatives are provided to workers in terms of climate change/just transition?

Apart from awareness raising on specific topics, there is no other kind of education and training initiatives provided to workers in terms of climate change

3.4.: In financing just transition, how workers organisations can be proactive in resource mobilisation?

- ✓ Advocate for the improvement of financing mechanisms, access to financing resources and investment strategies in green economy projects (projects related to waste management, renewable energy, CO2 reduction, etc...);
- ✓ Consultation between unions, employers, government and cooperating partners on financing climate change/just transition
- ✓ Establish partnerships with Technical and Financial Partners and demand effective involvement of COSYBU in the execution of the national budget on climate change and environmental protection;

3.5. : Climate change activities/events organized by your organization (list down any climate change activity/event organized by your organization or any climate change activity/event attended by your organization

- ✓ Developing COSYBU guide and its action plan on climate change
- ✓ Develop IEC material for the training of union members and leaders on climate change
- ✓ Developing proposals such as the proposal submitted to UNDP; but we have not yet had a response
- ✓ Participation in field trips to plant trees as part of the protecting land against erosion and deforestation which are among the causes of climate change.
- ✓ Participating into trainings/workshops on the green transition and climate change organized by EATUC via BIT, Dar-es-salaam, Kigali via BIT, eg planting of trees on an area of 2 ha in the Migera zone in Kabezi communes, planting of hedges on the lake side of Lake Tanganyika over a distance of 2 km in the Migera Zone last 2023 and removal of weeds harmful to fish, training organized by our bilateral partner (ISP/PSI)

3.6. What the role of your organisation in the national and international network in terms of climate changes?

COSYBU collaborates with East African Trade Union Confederation (EATUC) and the International Trade Union Confederation- Africa (ITUC-Africa) in raising awareness and sharing experiences on climate change, participation in workshops on climate change. Practically, our organization should be actively involved alongside the national and international network in advocacy actions.

COSYBU and its affiliates should ensure that unions do political advocacy on climate change, participates in workshops, meetings on climate change and wants the government to integrate trade unions in formulation of policies on climate change.

COSYBU collaborates with the EATUC, ILO, ITUC-Africa and ITUC Global.

3.7. What your organisation does in transition between jobs? Is there any social protection mechanism in place for them?

COSYBU advocates for workers who have lost their jobs due to climate change during International Workers' Day speeches or during tripartite workshops and meetings on climate change; apart from that, nothing else is done.

3.8. What services delivered by your organisation to workers who have to migrate because jobs, or even land, no longer exist?

COSYBU advocates for workers who have lost their jobs due to climate change during International Workers' Day speeches or during tripartite workshops and meetings on climate change; apart from that, nothing else is done.

3.10. List down areas you need support as organization on Climate Change

Referring to the responses received from the research, the needs of the Burundian trade union movement can be summarized in the following points:

- ✓ COSYBU already has a guide on climate change and just transition, COSYBU needs support in disseminating and implementing this guide to its members and other stakeholders.
- ✓ Awareness raising on the impact of climate change to the all sectors unions in the formal and informal economy.

- ✓ Technical/financial support for awareness raising, trainings for members and community.
- ✓ Preparedness measures on health/safety in the event of a disaster related to climate change.
- ✓ Supporting workers in sectors affected by climate change - water resources, agriculture, land and forest, mining, fishing and construction

Recommendations

- ✓ Formulation of education and training programmes to build capacity of unions on climate change;
- ✓ Development of a series of activities to raise awareness among union members and leaders about the effects of climate change;
- ✓ Establishment of focal persons/ coordinators and desks for climate change to facilitate the flow of information from national level to sectoral level;
- ✓ Advocate for the inclusion of workers' representatives in the various national multi-sectoral committees that deal with climate change issues;
- ✓ Integrate climate change issues into the union's programs and national labor committee, including tripartite committee.

Conclusion

This research analyzed the awareness level and engagement of union members on climate change/just transition issues.

The research findings show that some union members have knowledge about climate change and just transition while majority of union members have not. Much effort is needed to enhance awareness of union members.

It is also noted that, trade unions/workers' representatives are not involved in formulation and implementing climate change policies; and planning for transition process, workers are not aware about their roles in addressing climate change and how can work together with employers and government to ensure smooth transition.

Therefore, trade unions must be pro - active and formulate strategies to raise workers' awareness on climate change and just transition, strengthening collaboration with employers, government and other likeminded organizations through social dialogue, to ensure that they have sufficient, detailed information that can enable them to engage on climate change discussions and policy formulation, providing training and educate workers to enable them to participate effectively in transition process for the creation of sustainable quality jobs.